

Enterprise Agility (I) Foundations

Certified Change Consultant



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The **Enterprise Agility Foundations (I)** course provides immersive learning based on the neuroscience of change, organizational psychology, exponential growth theories, and groundbreaking concepts, modern techniques, and custom models developed by EAU to effectively accelerate the transformation, expand Agility across the whole organization understand how to build an enterprise that can consistently deliver innovation.

What's the purpose?

The world today is changing dynamically and evolving rapidly. Technical, scientific, and innovative advancements are impacting everything we do, however many Organizations struggle to adapt to the changes. Organizations that are adaptive and agile will survive. Organizations that don't change with time will slowly die. Change is imperative but changing is difficult. If you want your organization to survive, thrive, and succeed you must learn how to lead, manage and sustain change effectively.

Enterprise Agility University offers the **planet's most advanced body of knowledge** in Enterprise Agility that integrates science and organizational change management to create dynamic capabilities to build flexible and resilient enterprises.

The key to change is **influence**, Enterprise Agility Foundations will empower you with proven tools and techniques based on research and testing, to be an influencer to help your organization adapt and transform to be equipped to handle the exponential challenges of today and tomorrow.

What are the benefits?

This course prepares you to lead exponential change. It prepares you, **empowers** you, and develops you to spearhead **real change**. The output from this course is not just another certificate to hang on the wall! The certificate is a validation of your learning and a celebration of your milestone.

Who will benefit from this course?

Agile Coaches, Change Consultants, HR, Scrum Masters, Product Owners, Change Agent, or anyone interested to accelerate change in the organization

What is this course about?

The **Enterprise Agility Foundations (I)** course facilitates the creation of a deep understanding of the **art, science**, and the **skills** related to change leadership techniques that can be leveraged by Organizational Leaders, Change Agents, Scrum Masters, Product Owners, HR, and other leads in a variety of large-scale contexts. Enterprise Agility University provides a specialized learning environment that empowers participants to get immersive learning. We provide a place, in which you will be able to combine your experience with the best organizational change techniques safely and co-creating with peers. We believe in **neuroscience** concepts to deliver great experiences.



The content of the course is divided into six sessions

SESSION 01

Don't worry if you don't have prior experience with Enterprise Agility. This first day allows you to align with key concepts. You learn the foundations of more traditional ways to create flexible and resilient companies. The six principles for change, technical agility strategies, practices for dealing with exponential alterations in markets are also here. You will get ideas on how to create organizational alignment to maximize innovation & business value delivered. Finally, we focus on the need for Enterprise Agility.

SESSION 02

Learning the 5 types of change tactics and understanding their mechanics is essential. This allows to maximize impact and influence people's behaviors so that there is more innovation sustainably delivered to the customer. Topics are related to org. psychology, culture, and how to work with teams with variable or low motivation so that they can achieve their goals. You also learn practices when there are teams with great diversity and the relationship between business value and organizational health.

SESSION 04

This session focuses on enterprise agility ideas related to rapid alignment, which minimizes conflict in teams or organizations. You see crucial concepts in action for resilient companies, such as mental agility, neuroplasticity, and how to use new frameworks to increase people's flexibility and adaptability, so that they can also have better emotional management when exposed to disruptive changes. The fourth day also compares many of the standard tools used in Agile and explains how to maximize their impact on flexibility and resilience across the enterprise.

SESSION 03

New strategies to help companies that are late adopters, or where there is a high resistance to change are explained this day. You discover what happens in employees' brains during a company's transformation, so they can make better decisions regarding strategies. This day also explains the relationship between change and neuroscience, and you show an innovative and powerful framework that allows comfortably working with people with different types of resistance to change. Here advanced concepts of the neuroscience of change are examined and connected to new change concepts and frameworks, ready to be used in the company.

SESSION 05

This session allows the connection of the concepts learned during the previous 4 days. Here, the consultant will recognize how best to leverage them to create a plan that consistently aligns and influences the organization's strategy. This will accelerate the adoption of change and enable employees to have low resistance while maintaining low levels of conflict. You will also learn about social agility and outcomes agility. The first one helps maintain high levels of knowledge fluency, and remote work theories, while the second one allows you to adjust the strategy in record time.

SESSION 06

Throughout the course, you learn how to measure their company's enterprise agility using our dynamic radar and new theories and practices. Day six helps the consultant to test their knowledge on enterprise agility. The first hour is a Q&A, while the second hour is the official exam. Our certified change coaches with over 10 years in organizational change will help you consolidate your knowledge and prepare you to take the organization to the next level.



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Learning Objectives

This course introduces new concepts, advanced ideas, and models to expand Agility across the whole organization.

01 Understand empathize

Current challenges with market strategy, execution across your organization.

Different techniques when transforming/transitioning more traditional organizations.

How organizations can deliver value in disruptive markets while maintaining innovation.

02 Discover

Most suitable organization structures and team design and analyze different approaches for alignment to end value delivery.

The way the brain works during change and becomes skilled in accelerating change across diverse organizational structures/silos.

03 Learn and build

The impact of accelerated change on Leaders, Management, and Team members.

How to deal with change when facing disruptive markets.

Using the five pillars of Enterprise Agility to design a Leadership & Culture Transformation strategy.

How to lead and establish a solid and long-lasting ability to deliver change.



Why should I attend?

If you or your team is:

- ✓ Struggling to get momentum with your company's transformation.
- ✓ Finding it hard to scale ideas and mindsets.
- ✓ Facing high levels of resistance in your company.
- ✓ Started well and now it's back to the old habits.



Class Details

1. Attend the six weekly sessions of the Enterprise Agility Foundations course.
2. 17 hours total, once or twice a week to allow the you to learn and practice the techniques.
3. State-of-the-art tools and virtual collaboration tools to teach the workshop.
4. Get a copy of the best-selling book **Leading Exponential Change** 2nd edition to understand how change works in resilient companies 
5. Get the Enterprise Agility Masterbook (I) with 250 pages that you will use during the course to empower your learnings. This provides exercises and key materials to help during and after the workshop. 
6. Take the assessment exam, to obtain the **Certified Change Consultant** in Enterprise Agility certification.

